
*The Status of Women Faculty and Faculty of Color
The George Washington University*

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Overview: This Report

The attached tables and appendices outline the status of the recruitment, appointment, promotion, tenure and retention for women faculty and faculty of color at the University from November 1, 2005 through October 31, 2007. They show GW's achievements in enriching faculty diversity and demonstrate the University's continuing commitment to attract a culturally and academically diverse faculty of the highest caliber.

Highlights: Progress and Challenges

New Faculty Hires

120 new faculty were hired in academic years 2006-07 and 2007-08. Of this group, 42.5% (51) were women and 28.3% (34) were faculty of color. (See Table 1)

Status of Women Faculty and Faculty of Color

- Compared to academic year 2005-06, the number of faculty of color increased by 13 members (a 6.4% increase). Most of this growth is in Hispanic males which increased by 9 faculty.
- Hispanic faculty as a percentage of the total faculty population grew from 3% to 4% or from 31 to 41 faculty members. This is an upward trend since the 2003/04 report when Hispanics represented only 2% of the total population or 21 faculty members.
- The number of Asian women grew by 2.5% or 3 faculty members, totaling 51 faculty.
- The number of Black faculty remained constant at 49. However, because of the increases in the total faculty population, their percentage dropped from 5% to 4%.
- The percentages of women and men faculty remained constant at 36% and 64%, respectively.
- In the junior ranks, the number of women and men are approximately equal at 261 or 49% and 276 or 51% respectively. (See Tables 2 and 8)

Highlights: Progress and Challenges

Comparisons: Student Body

- In terms of faculty color, the composition of the regular faculty is comparable to the student population. Faculty of color account for 19.3% of the regular faculty, whereas the student population has a share of 22.5% minorities.
- Although we have made significant progress in the share of women faculty, compared to the student body women faculty are underrepresented. Women faculty account for 36.5% of the regular faculty, whereas the student population has a share of 54.9% women. (See Appendix K).

Ten-year Growth Trends

- There were significant increases in the number of women faculty and faculty of color since 1997-98.
- Over the ten-year period, the number of women faculty grew by 131 women or 47.1%; faculty of color grew by 83 people or 62.4%.
- Even though the number of Black faculty did not increase in the past two years, the percentage of Black faculty had the highest rate of increase over the past years. (See Table 3)

Comparisons: Market Basket and Local Institutions

- GW is tied for 5th in the percentage of women faculty and 6th in the percentage of faculty of color among its 15 market basket institutions, GW's ranking for faculty of color dropped from 5th to 6th compared to two years ago. While GW's ranking is currently higher than Georgetown's, Tulane and New York Universities are now ranked higher than GW
- Among nine local institutions, GW ranked 5th in the percentage of women faculty and increased to 3rd in the percentage of faculty of color. The latter represents an increase in ranking from 4th to 3rd; GW replaced Georgetown which is now ranked 4th. (See Appendices E1 and E2).

Highlights: Progress and Challenges

Faculty Retention

- 106 regular active status faculty left the University between 2005 and 2007 compared to 114 who left between 2003 and 2005. Between 2005 and 2007, reasons for leaving included resignation, retirement, non-reappointment, completion of contract, death, termination for cause, and moving to part-time status.
- The majority of those who left either resigned (47 -- unable to specify the reason) or retired (34).
- Of those who left the university, 44 were women and 20 were people of color. Reasons for leaving included resignation, retirement, non-reappointment, completion of contract, termination for cause and moving to part-time status. During the prior two year period, 36 women and 19 faculty of color left GW. Reasons for leaving included retirement, completion of contract, non-reappointment and acceptance of another position.
- Only 18 of the 106 faculty who left were tenure-accruing, non-tenured faculty. Of this group, 8 were women and 6 were people of color. Between 2004-05 and 2005-06, of the 9 tenure-accruing, non-tenured faculty who left, 4 were women and 1 was a person of color. (See Table 5 and Appendices H1 and H2)

Faculty Profile: Contractual Status

Of the regular active status faculty (tenured, tenure-accruing and non-tenure accruing), 19% are faculty of color. Of those faculty in tenure/tenure-accruing positions, 17% are faculty of color; of those faculty holding non-tenure-accruing positions, 23% are faculty of color. Between 2004-05 and 2005-06, faculty of color held 16% of the tenure/tenure-accruing positions and 25% of the non-tenure-accruing positions. (See Tables 6A, 6B and 8)

Supporting Tables and Charts

TABLE 1
New Full-Time Faculty
November 1, 2005 through October 31, 2007

| | MEN | | WOMEN | | TOTAL | |
|-------------------|-----------|--------------|-----------|--------------|------------|--------------|
| White | 43 | | 30 | | 73 | |
| Black | 3 | | 3 | | 6 | |
| Asian | 9 | | 10 | | 19 | |
| Hispanic | 5 | | 4 | | 9 | |
| Am. Native | 0 | | 0 | | 0 | |
| Unknown | 9 | | 4 | | 13 | |
| TOTAL | 69 | 57.5% | 51 | 42.5% | 120 | |
| Minorities | 17 | 24.6% | 17 | 33.3% | 34 | 28.3% |

TABLE 2
Full-time Faculty and Percentage Change Between
Academic Years 2005/06 and 2007/08

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|-----------|-------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 582 | -0.2% | -1 | 305 | 4.5% | 13 | 887 | 1.4% | 12 |
| Black | 18 | 5.9% | 1 | 31 | -3.1% | -1 | 49 | 0.0% | 0 |
| Asian | 74 | 0.0% | 0 | 51 | 6.3% | 3 | 125 | 2.5% | 3 |
| Hispanic | 26 | 52.9% | 9 | 15 | 7.1% | 1 | 41 | 32.3% | 10 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Unknown | 13 | 1200.0% | 12 | 6 | 0.0% | 6 | 19 | 1800.0% | 18 |
| Total | 713 | 3.0% | 21 | 409 | 5.7% | 22 | 1122 | 4.0% | 43 |
| Minorities | 118 | 9.3% | 10 | 98 | 3.2% | 3 | 216 | 6.4% | 13 |

TABLE 3
Full-time Faculty and Percentage Change Between
Academic Years 1997/98 and 2007/08

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|------------|-------------|-------------------|------------|
| | 07/08 | Change from 97/98 | | 07/08 | Change from 97/98 | | 07/08 | Change from 97/98 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 582 | -0.7% | -4 | 305 | 35.6% | 80 | 887 | 9.4% | 76 |
| Black | 18 | 80.0% | 8 | 31 | 82.4% | 14 | 49 | 81.5% | 22 |
| Asian | 74 | 29.8% | 17 | 51 | 112.5% | 27 | 125 | 54.3% | 44 |
| Hispanic | 26 | 100.0% | 13 | 15 | 25.0% | 3 | 41 | 64.0% | 16 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 1 | 1 | 0.0% | 1 |
| Unknown | 13 | 0.0% | 13 | 6 | 0.0% | 6 | 19 | 0.0% | 19 |
| Total | 713 | 7.1% | 47 | 409 | 47.1% | 131 | 1122 | 18.9% | 178 |
| Minorities | 118 | 47.5% | 38 | 98 | 84.9% | 45 | 216 | 62.4% | 83 |

Table 4
Faculty Awarded and Promoted Tenure Since 1992/93

| Awarded Tenure | | | | | | | |
|------------------|------------|------------|------------|-----------|-----------|-----------|-----------|
| | Male | Female | Total | Minority | Black | Asian | Hispanic |
| Arts & Sciences* | 90 | 56 | 146 | 34 | 5 | 23 | 6 |
| GSEHD | 11 | 15 | 26 | 4 | 1 | 1 | 2 |
| SEAS | 28 | 6 | 34 | 13 | 0 | 12 | 1 |
| SB | 36 | 15 | 51 | 15 | 3 | 11 | 1 |
| LAW | 18 | 10 | 28 | 2 | 1 | 0 | 1 |
| SMHS | 19 | 13 | 32 | 3 | 2 | 1 | 0 |
| SPHHS | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| TOTAL | 202 | 117 | 319 | 71 | 12 | 48 | 11 |

| Promoted and Promoted with Tenure | | | | | | | |
|--------------------------------------|------------|------------|------------|------------|-----------|-----------|-----------|
| | Male | Female | Total | Minority | Black | Asian | Hispanic |
| Arts & Sciences* | 160 | 90 | 250 | 45 | 6 | 31 | 8 |
| GSEHD | 15 | 29 | 44 | 7 | 1 | 2 | 4 |
| SEAS | 42 | 5 | 47 | 16 | 0 | 15 | 1 |
| SB | 47 | 24 | 71 | 17 | 2 | 14 | 1 |
| LAW | 21 | 10 | 31 | 3 | 2 | 0 | 1 |
| SMHS | 83 | 60 | 143 | 24 | 7 | 14 | 3 |
| SPHHS | 12 | 9 | 21 | 4 | 0 | 2 | 2 |
| TOTAL | 380 | 227 | 607 | 116 | 18 | 78 | 20 |

*Arts & Sciences Includes ESIA

TABLE 5
Tenure Accruing Non-Tenured Faculty Terminated
since 1992/93

| | Male | Female | Total | Minority | Black | Asian | Hispanic |
|-----------------|-------------|---------------|--------------|-----------------|--------------|--------------|-----------------|
| Arts & Sciences | 44 | 19 | 63 | 7 | 2 | 3 | 2 |
| GSEHD | 2 | 5 | 7 | 2 | 1 | 0 | 1 |
| SEAS | 8 | 2 | 10 | 3 | 0 | 2 | 1 |
| SB | 11 | 5 | 16 | 6 | 1 | 5 | 0 |
| LAW | 1 | 0 | 1 | 1 | 0 | 1 | 0 |
| SMHS | 17 | 14 | 31 | 4 | 0 | 1 | 3 |
| SPHHS | 2 | 1 | 3 | 0 | 0 | 0 | 0 |
| | | | | | | | |
| TOTAL | 85 | 46 | 131 | 23 | 4 | 12 | 7 |

TABLE 6A
Tenured & Tenure Accruing Positions Combined

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 426 | -2.3% | -10 | 176 | 2.9% | 5 | 602 | -0.8% | -5 |
| Black | 10 | 0.0% | 0 | 15 | 0.0% | 0 | 25 | 0.0% | 0 |
| Asian | 51 | 8.5% | 4 | 29 | 16.0% | 4 | 80 | 11.1% | 8 |
| Hispanic | 15 | 66.7% | 6 | 8 | -11.1% | -1 | 23 | 27.8% | 5 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 4 | 0.0% | 4 | 0 | 0.0% | 0 | 4 | 0.0% | 4 |
| Total | 506 | 0.8% | 4 | 228 | 3.6% | 8 | 734 | 1.7% | 12 |
| Minorities | 76 | 15.2% | 10 | 52 | 6.1% | 3 | 128 | 11.3% | 13 |

Table 6B
Non-Tenure Accruing

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 156 | 6.1% | 9 | 129 | 6.6% | 8 | 285 | 6.3% | 17 |
| Black | 8 | 14.3% | 1 | 16 | -5.9% | -1 | 24 | 0.0% | 0 |
| Asian | 23 | -14.8% | -4 | 22 | -4.3% | -1 | 45 | -10.0% | -5 |
| Hispanic | 11 | 37.5% | 3 | 7 | 40.0% | 2 | 18 | 38.5% | 5 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Unknown | 9 | 800.0% | 8 | 6 | 0.0% | 6 | 15 | 1400.0% | 14 |
| Total | 207 | 8.9% | 17 | 181 | 8.4% | 14 | 388 | 8.7% | 31 |
| Minorities | 42 | 0.0% | 0 | 46 | 0.0% | 0 | 88 | 0.0% | 0 |

Table 7A

Senior Ranks - Professor and Associate Professor 5 Years or Longer

| | MEN | | | WOMEN | | | TOTAL | | |
|--------------|------------|-------------------|------------|------------|-------------------|----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 386 | -3.7% | -15 | 116 | 6.4% | 7 | 502 | -1.6% | -8 |
| Black | 6 | -25.0% | -2 | 14 | 27.3% | 3 | 20 | 5.3% | 1 |
| Asian | 35 | 0.0% | 0 | 13 | -13.3% | -2 | 48 | -4.0% | -2 |
| Hispanic | 8 | 60.0% | 3 | 5 | -16.7% | -1 | 13 | 18.2% | 2 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 2 | 0.0% | 2 | 0 | 0.0% | 0 | 2 | 0.0% | 2 |
| Total | 437 | -2.7% | -12 | 148 | 5.0% | 7 | 585 | -0.8% | -5 |
| Minorities | 49 | 2.1% | 1 | 32 | 0.0% | 0 | 81 | 1.3% | 1 |

*Status of Women Faculty and Faculty of Color:
Recruitment And Retention*

Table 7B
Junior Ranks - Associate less than 5 years, Assistant Professor and Instructor

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 196 | 7.7% | 14 | 189 | 3.3% | 6 | 385 | 5.5% | 20 |
| Black | 12 | 33.3% | 3 | 17 | -19.0% | -4 | 29 | -3.3% | -1 |
| Asian | 39 | 0.0% | 0 | 38 | 15.2% | 5 | 77 | 6.9% | 5 |
| Hispanic | 18 | 50.0% | 6 | 10 | 25.0% | 2 | 28 | 40.0% | 8 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Unknown | 11 | 1000.0% | 10 | 6 | 0.0% | 6 | 17 | 1600.0% | 16 |
| Total | 276 | 13.6% | 33 | 261 | 6.1% | 15 | 537 | 9.8% | 48 |
| Minorities | 69 | 15.0% | 9 | 66 | 4.8% | 3 | 135 | 9.8% | 12 |

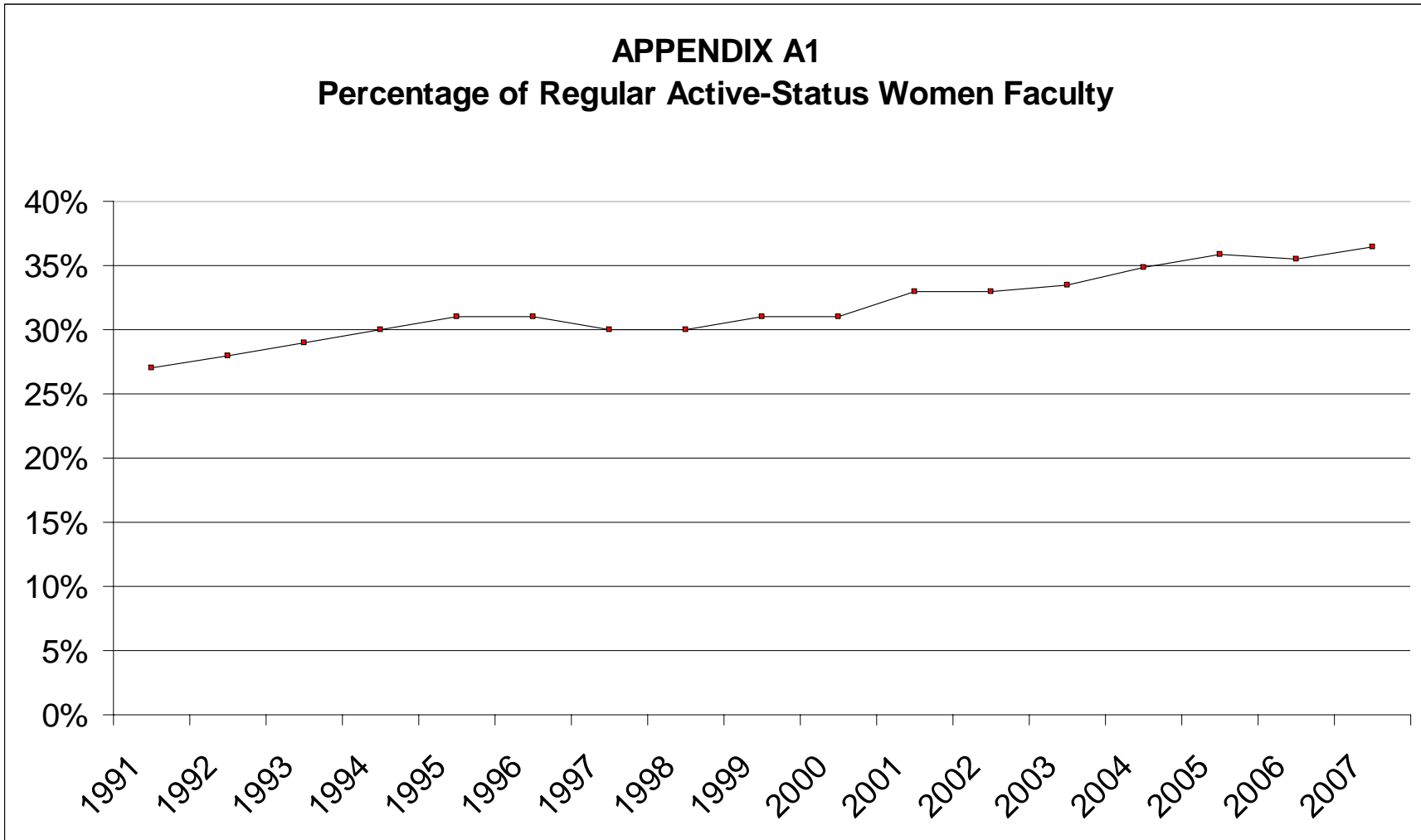
Table 8
Total Faculty

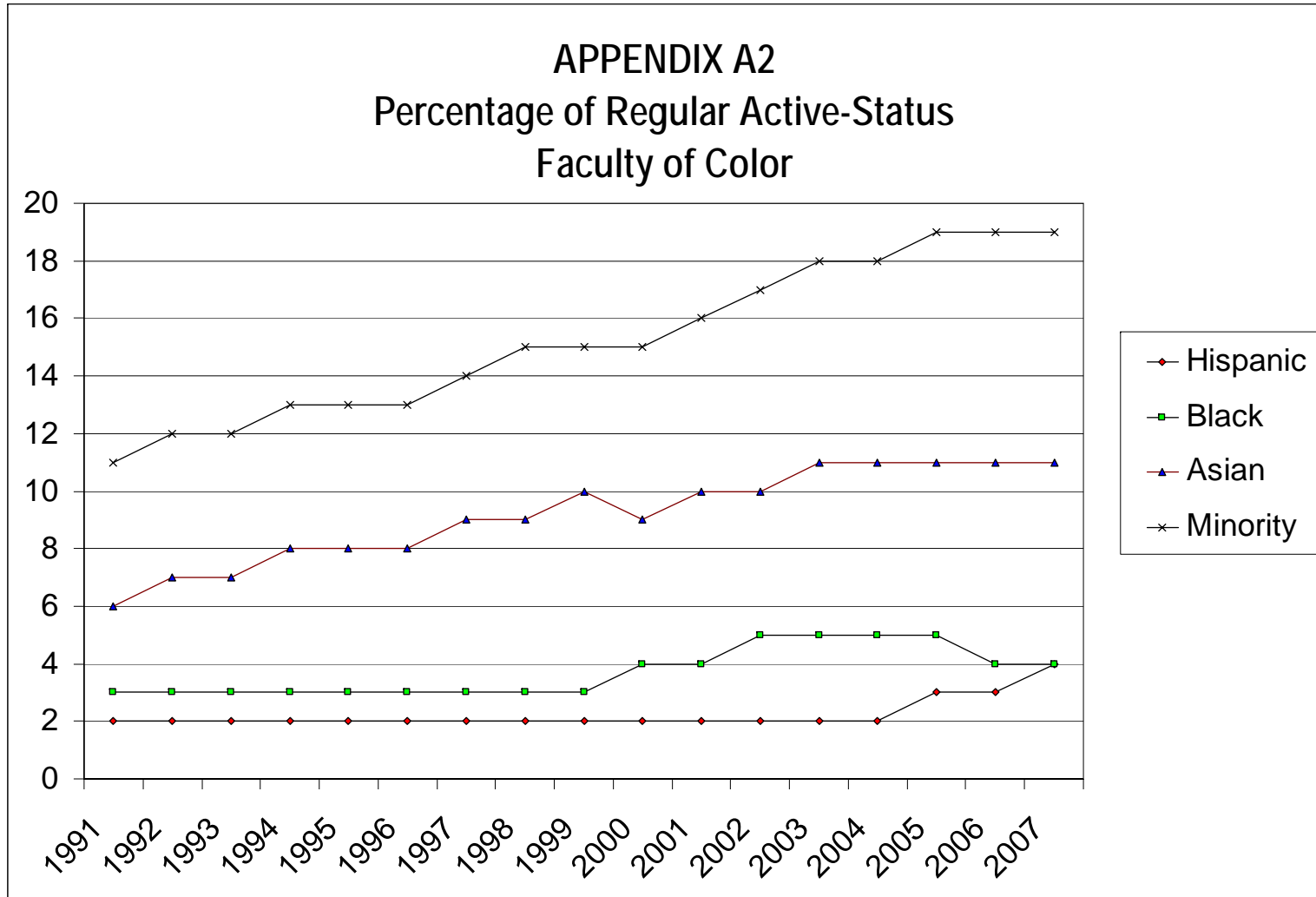
| | Total | | By Tenure Status | | | | By Rank | | | |
|-------------------|-------------|-------------|------------------------|-------------|---------------------|-------------|--------------|-------------|--------------|-------------|
| | | | Tenure/Tenure Accruing | | Non-Tenure Accruing | | Senior Ranks | | Junior Ranks | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 1122 | 100% | 734 | 100% | 388 | 100% | 585 | 100% | 537 | 100% |
| Women | 409 | 36% | 228 | 31% | 181 | 47% | 148 | 25% | 261 | 49% |
| Men | 713 | 64% | 506 | 69% | 207 | 53% | 437 | 75% | 276 | 51% |
| White | 887 | 79% | 602 | 82% | 285 | 73% | 502 | 86% | 385 | 72% |
| Black | 49 | 4% | 25 | 3% | 24 | 6% | 20 | 3% | 29 | 5% |
| Asian | 125 | 11% | 80 | 11% | 45 | 12% | 48 | 8% | 77 | 14% |
| Hispanic | 41 | 4% | 23 | 3% | 18 | 5% | 13 | 2% | 28 | 5% |
| Am. Native | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 0% |
| Unknown | 19 | 2% | 4 | 1% | 15 | 4% | 2 | 0% | 17 | 3% |
| Minorities | 216 | 19% | 128 | 17% | 88 | 23% | 81 | 14% | 135 | 25% |

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| | |
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APPENDIX A1
Percentage of Regular Active-Status Women Faculty





**APPENDIX B
New Full-Time Faculty
Academic Years 1997-98 to 2007-08**

| | 1997-98 | | 1999-00 | | 2001-02 | | 2003-04 | | 2005-06 | | 2007-08 | |
|-------------------|-----------|-------------|-----------|-------------|-----------|------------|-----------|-------------|-----------|-------------|-----------|-------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 58 | 100% | 67 | 100% | 81 | 75% | 56 | 100% | 78 | 100% | 59 | 100% |
| Women | 23 | 40% | 31 | 46% | 50 | 46% | 23 | 41% | 33 | 42% | 32 | 54% |
| Men | 35 | 60% | 36 | 54% | 31 | 29% | 33 | 59% | 45 | 58% | 27 | 46% |
| White | 45 | 78% | 56 | 84% | 54 | 50% | 39 | 70% | 60 | 77% | 37 | 63% |
| Black | 2 | 3% | 2 | 3% | 10 | 9% | 6 | 11% | 4 | 5% | 3 | 5% |
| Asian | 8 | 14% | 8 | 12% | 12 | 11% | 8 | 14% | 9 | 12% | 8 | 14% |
| Hispanic | 3 | 5% | 1 | 1% | 3 | 3% | 2 | 4% | 4 | 5% | 6 | 10% |
| Am. Native | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% |
| Unknown | 0 | 0% | 0 | 0% | 2 | 2% | 1 | 2% | 0 | 0% | 5 | 8% |
| Minority | 13 | 22% | 11 | 16% | 25 | 23% | 16 | 29% | 18 | 23% | 17 | 29% |

APPENDIX C

Full-time Faculty by School and Percent Change Between Academic Years 1996/97 and 2007/08

| SCHOOL | TOTAL | | MEN | | | WOMEN | | | MINORITY | | |
|--------------|-------------|------------|-------------------|-----------|------------|-------------------|------------|-------------------|--------------|-------------------|-------|
| | 07/08 | 07/08 | Change from 96/97 | 07/08 | 07/08 | Change from 96/97 | 07/08 | Change from 96/97 | 07/08 | Change from 96/97 | 07/08 |
| | Number | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number | |
| CCAS | 426 | 252 | 13.5% | 30 | 174 | 56.8% | 63 | 78 | 110.8% | 41 | |
| SB | 111 | 80 | -2.4% | -2 | 31 | 34.8% | 8 | 29 | 81.3% | 13 | |
| CPS | 9 | 7 | N/A | 7 | 2 | N/A | 2 | 2 | N/A | 2 | |
| ESIA | 43 | 31 | 40.9% | 9 | 12 | 100.0% | 6 | 5 | 25.0% | 1 | |
| SEAS | 76 | 65 | 0.0% | 0 | 11 | 37.5% | 3 | 16 | 0.0% | 0 | |
| GSEHD | 64 | 26 | -3.7% | -1 | 38 | 31.0% | 9 | 11 | 57.1% | 4 | |
| LAW | 72 | 49 | 8.9% | 4 | 23 | 27.8% | 5 | 12 | 100.0% | 6 | |
| SMHS | 268 | 167 | -20.5% | -43 | 101 | -2.9% | -3 | 57 | 32.6% | 14 | |
| SPHHS | 44 | 28 | N/A | 28 | 16 | N/A | 16 | 5 | N/A | 5 | |
| UNIV | 9 | 8 | 60.0% | 3 | 1 | N/A | 1 | 0 | 0.0% | 0 | |
| TOTAL | 1122 | 713 | 5.2% | 35 | 409 | 36.8% | 110 | 215 | 66.7% | 86 | |

APPENDIX D1
2007/08 Full-Time Faculty of Color By School

Tenured and Tenure Accruing Positions Combined

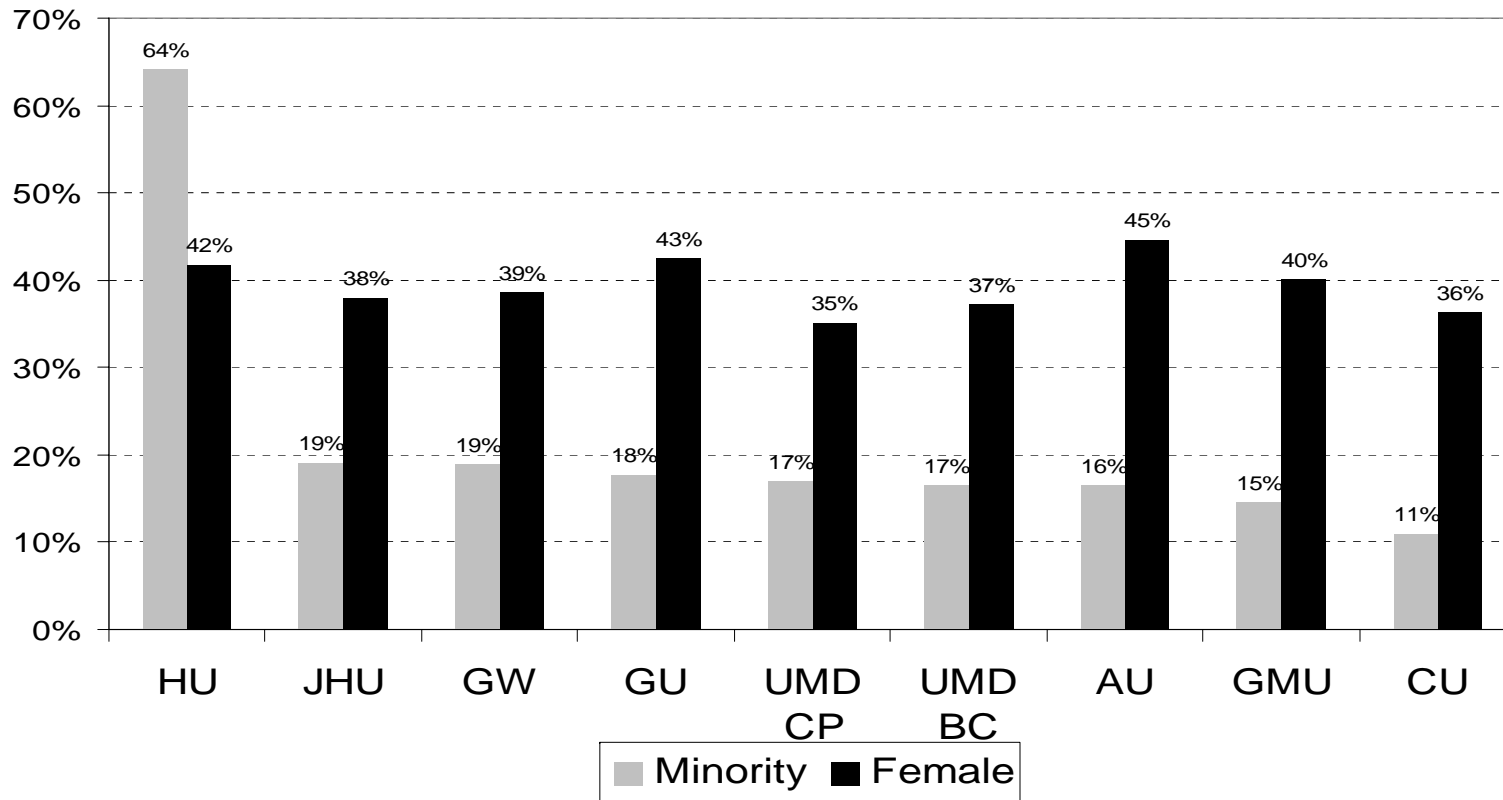
| SCHOOL | Minority | Black | Asian | Hispanic | Am. Native |
|---------------|-----------------|--------------|--------------|-----------------|-------------------|
| CCAS | 57 | 10 | 33 | 14 | 0 |
| SB | 23 | 3 | 19 | 1 | 0 |
| ESIA | 5 | 0 | 4 | 1 | 0 |
| SEAS | 16 | 1 | 13 | 2 | 0 |
| GSEHD | 5 | 1 | 2 | 2 | 0 |
| LAW | 9 | 7 | 1 | 1 | 0 |
| SMHS | 10 | 2 | 7 | 1 | 0 |
| SPHHS | 1 | 0 | 1 | 0 | 0 |
| UNIV | 1 | 1 | 0 | 0 | 0 |
| TOTAL | 127 | 25 | 80 | 22 | 0 |

APPENDIX D2
2007/08 Full-Time Faculty of Color By School

Non - Tenure Accruing

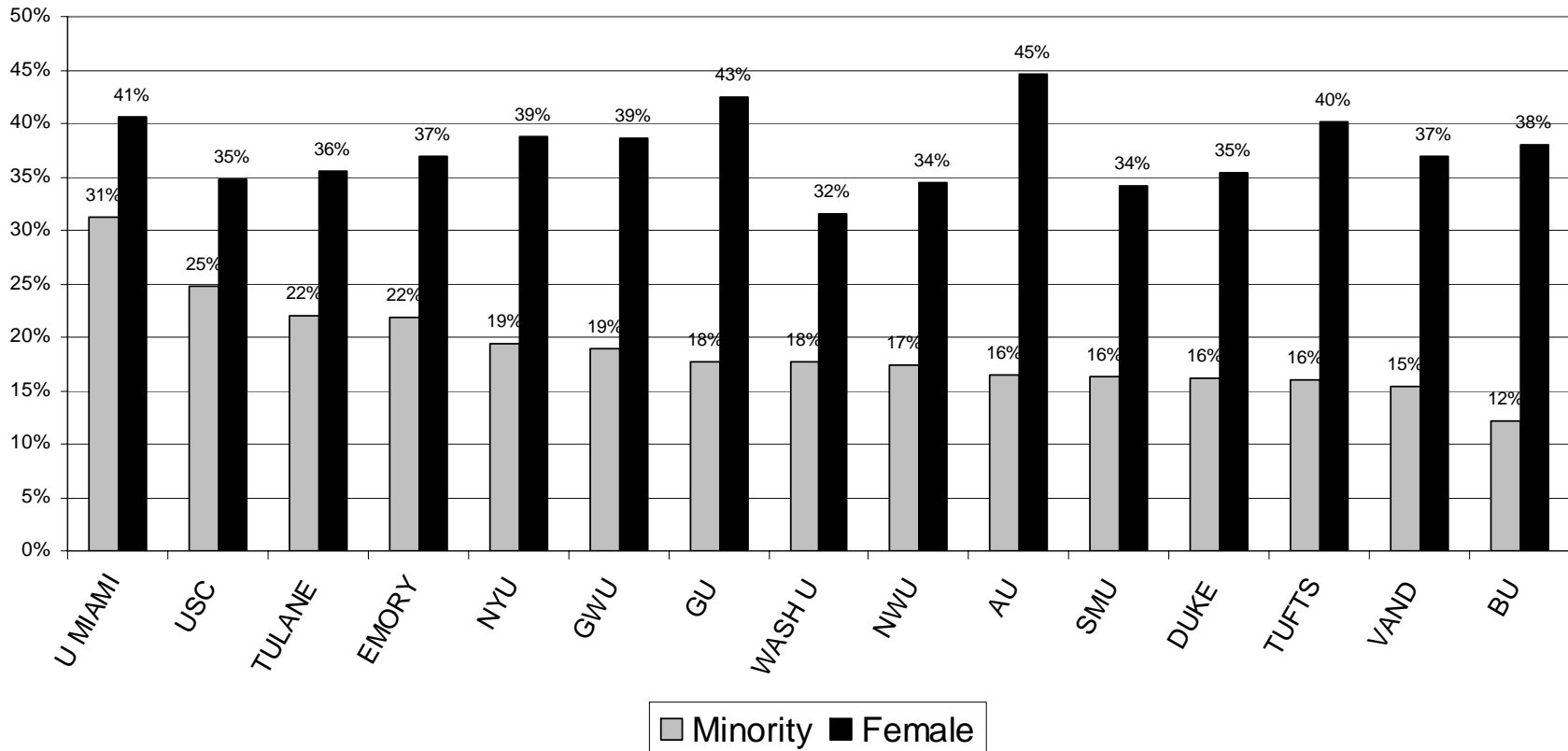
| SCHOOL | Minority | Black | Asian | Hispanic | Am. Native |
|--------|----------|-------|-------|----------|------------|
| CCAS | 21 | 5 | 10 | 6 | 0 |
| SB | 5 | 0 | 5 | 0 | 0 |
| CPS | 2 | 1 | 0 | 1 | 0 |
| ESIA | 0 | 0 | 0 | 0 | 0 |
| SEAS | 0 | 0 | 0 | 0 | 0 |
| GSEHD | 6 | 2 | 3 | 1 | 0 |
| LAW | 3 | 1 | 0 | 2 | 0 |
| SMHS | 47 | 14 | 26 | 6 | 1 |
| SPHHS | 4 | 1 | 1 | 2 | 0 |
| UNIV | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 88 | 24 | 45 | 18 | 1 |

Appendix E1
Full-time Women and Minority Faculty
DC Area Institutions - Fall 2007 HR IPEDS



Source: National Center for Education Statistics – Integrated Postsecondary Education Data System
Data include all full-time faculty (regular, research and visiting)
Ordered by percent minority

Appendix E2
Full-Time Women and Minority Faculty
Market Basket Institutions - Fall 2007 HR IPEDS



Source: National Center for Education Statistics – Integrated Postsecondary Education Data System
Data include all full-time faculty (regular, research and visiting)
Ordered by percent minority

APPENDIX F1
Regular Full Time Faculty Terminations

Terminations November 2005 through October 2007

| Reason | Female | | | | Female Total | Male | | | | Male Total | Grand Total |
|-----------------------|----------|----------|----------|-----------|--------------|----------|----------|----------|-----------|------------|-------------|
| | Asian | Black | Hispanic | White | | Asian | Black | Unknown | White | | |
| Deceased | | | | | | | | | 3 | 3 | 3 |
| End of Contract | | | | 3 | 3 | | 1 | | 4 | 5 | 8 |
| Non Reappointment | | | | 4 | 4 | 4 | | | 3 | 7 | 11 |
| Resigned | 3 | 3 | 2 | 19 | 27 | 1 | | 1 | 18 | 20 | 47 |
| Retired | 1 | 1 | 1 | 6 | 9 | | 1 | | 22 | 23 | 32 |
| Termination for Cause | | | | | | 1 | | | | 1 | 1 |
| Went Part-Time | | | | 1 | 1 | | 1 | | 2 | 3 | 4 |
| Grand Total | 4 | 4 | 3 | 33 | 44 | 6 | 3 | 1 | 52 | 62 | 106 |

APPENDIX F2

Terminations November 2005 through October 2007, Excludes Medical Faculty

| Reason | Female | | | | Female Total | Male | | | | Male Total | Grand Total |
|-----------------------|----------|----------|----------|-----------|--------------|----------|----------|----------|-----------|------------|-------------|
| | Asian | Black | Hispanic | White | | Asian | Black | Unknown | White | | |
| Deceased | | | | | | | | | 3 | 3 | 3 |
| End of Contract | | | | 3 | 3 | | 1 | | 4 | 5 | 8 |
| Non Reappointment | | | | 3 | 3 | 2 | | | 3 | 5 | 8 |
| Resigned | 3 | 2 | 1 | 12 | 18 | 1 | | 1 | 12 | 14 | 32 |
| Retired | | 1 | 1 | 5 | 7 | | | | 21 | 21 | 28 |
| Termination for Cause | | | | | | 1 | | | | 1 | 1 |
| Went Part-Time | | | | | | | 1 | | 2 | 3 | 3 |
| Grand Total | 3 | 3 | 2 | 23 | 31 | 4 | 2 | 1 | 45 | 52 | 83 |

Appendix G1
New Visiting Appointments
November 1, 2005 through October 31, 2007

| | MEN | | WOMEN | | TOTAL | |
|-------------------|------------|--------------|--------------|--------------|--------------|--------------|
| White | 26 | | 31 | | 57 | |
| Black | 2 | | 2 | | 4 | |
| Asian | 4 | | 5 | | 9 | |
| Hispanic | 0 | | 1 | | 1 | |
| Am. Native | 0 | | 0 | | 0 | |
| Unknown | 1 | | 4 | | 5 | |
| | | | | | | |
| TOTAL | 33 | 43.4% | 43 | 56.6% | 76 | |
| Minorities | 6 | 18.2% | 8 | 18.6% | 14 | 18.4% |

Appendix G2
All Visiting Appointments
Academic Year 2007/08

| | MEN | | WOMEN | | TOTAL | |
|-------------------|------------|--------------|--------------|--------------|--------------|--------------|
| White | 20 | | 21 | | 41 | |
| Black | 2 | | 3 | | 5 | |
| Asian | 3 | | 2 | | 5 | |
| Hispanic | 0 | | 1 | | 1 | |
| Am. Native | 0 | | 0 | | 0 | |
| Unknown | 1 | | 6 | | 7 | |
| TOTAL | 26 | 44.1% | 33 | 55.9% | 59 | |
| Minorities | 5 | 19.2% | 6 | 18.2% | 11 | 18.6% |

*Status of Women Faculty and Faculty of Color:
Recruitment And Retention*

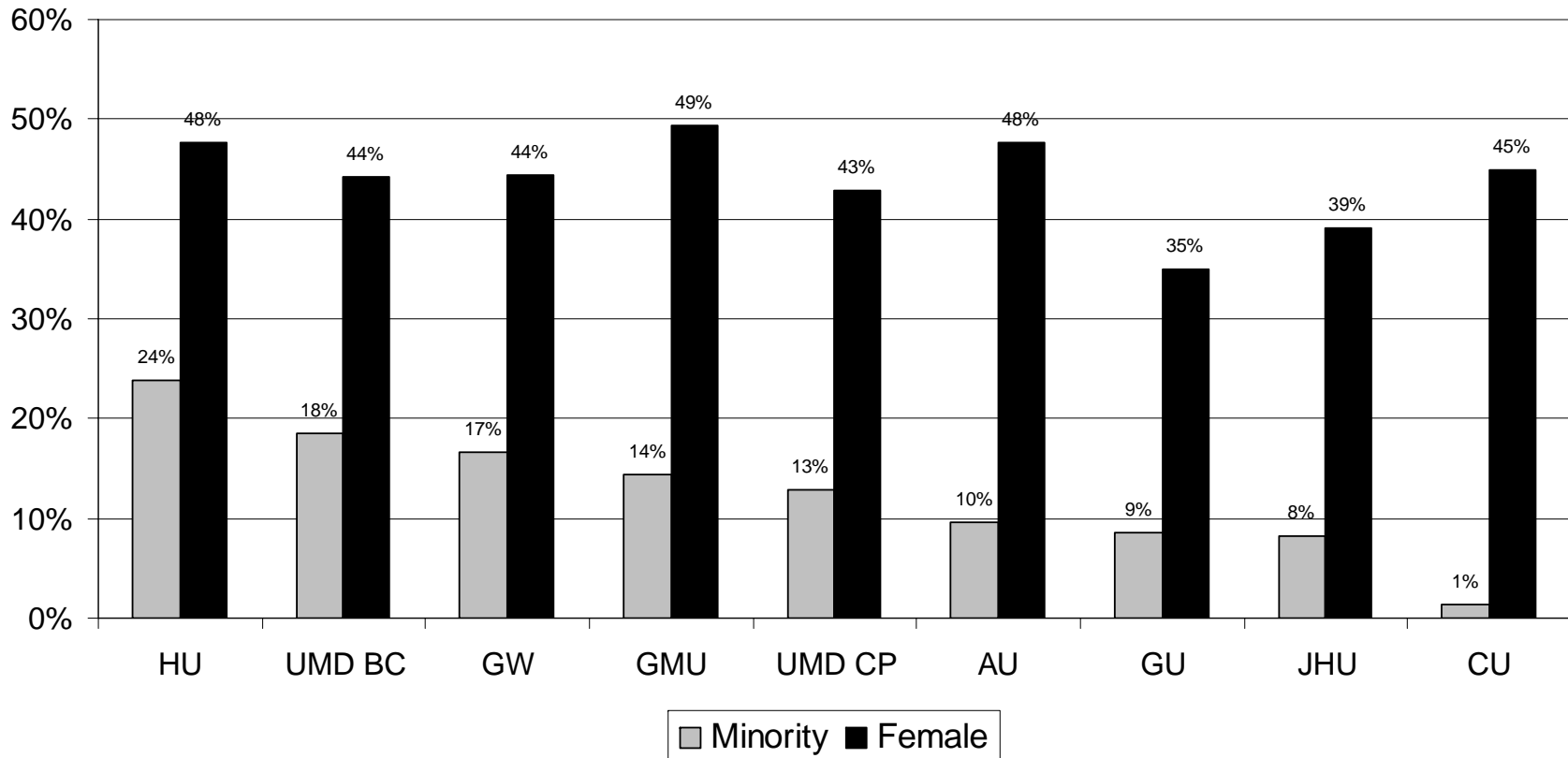
APPENDIX H
PT Faculty by School, Gender and Ethnicity
Fall 2007

| | Total Faculty | Male | | Female | | Minority | | Black | | Asian | | Hispanic | | Native American | |
|--------------------------|------------------|-------------|--------------|-------------|--------------|------------|--------------|------------|-------------|------------|-------------|-----------|-------------|--------------------|-------------|
| | | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. |
| CCAS | 466 | 238 | 51.1% | 228 | 48.9% | 75 | 16.1% | 18 | 3.9% | 30 | 6.4% | 25 | 5.4% | 2 | 0.4% |
| SB | 78 | 56 | 71.8% | 22 | 28.2% | 11 | 14.1% | 3 | 3.8% | 6 | 7.7% | 1 | 1.3% | 1 | 1.3% |
| ESIA | 56 | 45 | 80.4% | 11 | 19.6% | 7 | 12.5% | 2 | 3.6% | 2 | 3.6% | 3 | 5.4% | 0 | 0.0% |
| SEAS | 77 | 72 | 93.5% | 5 | 6.5% | 13 | 16.9% | 1 | 1.3% | 8 | 10.4% | 2 | 2.6% | 2 | 2.6% |
| GSEHD | 118 | 39 | 33.1% | 79 | 66.9% | 19 | 16.1% | 17 | 14.4% | 0 | 0.0% | 2 | 1.7% | 0 | 0.0% |
| CPS | 54 | 35 | 64.8% | 19 | 35.2% | 6 | 11.1% | 4 | 7.4% | 0 | 0.0% | 1 | 1.9% | 1 | 1.9% |
| LAW | 178 | 117 | 65.7% | 61 | 34.3% | 23 | 12.9% | 7 | 3.9% | 11 | 6.2% | 2 | 1.1% | 3 | 1.7% |
| UNIV | 11 | 7 | 63.6% | 4 | 36.4% | 1 | 9.1% | 0 | 0.0% | 0 | 0.0% | 1 | 9.1% | 0 | 0.0% |
| Total University* | 1038 | 609 | 58.7% | 429 | 41.3% | 155 | 14.9% | 52 | 5.0% | 57 | 5.5% | 37 | 3.6% | 9 | 0.9% |
| SMHS* | 1650 | 1118 | 67.8% | 532 | 32.2% | 255 | 15.5% | 88 | 5.3% | 118 | 7.2% | 49 | 3.0% | 0 | 0.0% |
| SPHHS* | 228 | 126 | 55.3% | 102 | 44.7% | 39 | 17.1% | 20 | 8.8% | 10 | 4.4% | 9 | 3.9% | 0 | 0.0% |
| Total Medical** | 1878 | 1244 | 66.2% | 634 | 33.8% | 294 | 15.7% | 108 | 5.8% | 128 | 6.8% | 58 | 3.1% | 0 | 0.0% |
| Total | 2916 | 1853 | 63.5% | 1063 | 36.5% | 449 | 15.4% | 160 | 5.5% | 185 | 6.3% | 95 | 3.3% | 9 | 0.3% |

*Total University Part-time Faculty count includes 50 faculty members whose ethnicities are unknown and 23 International faculty members.

**Total Medical Part-time Faculty count includes 176 faculty members whose ethnicities are unknown. Includes clinical faculty.

Appendix I
Part-Time Women and Minority Faculty
DC Area Institutions - Fall 2007 HR IPEDS



Source: National Center for Education Statistics – Integrated Postsecondary Education Data System
Data include all part-time faculty
Ordered by percent minority

APPENDIX J

Regular Full-Time Faculty Compared to Student Body Fall 2007

| | Faculty | | | Students | | |
|---------------------------|------------|------------|---------------|---------------|---------------|---------------|
| | Men | Women | Total | Men | Women | Total |
| White | 582 | 305 | 887 | 6,509 | 7,869 | 14,378 |
| Black | 18 | 31 | 49 | 657 | 1,375 | 2,032 |
| Asian | 74 | 51 | 125 | 1,067 | 1,243 | 2,310 |
| Hispanic | 26 | 15 | 41 | 503 | 681 | 1,184 |
| Am. Native | 0 | 1 | 1 | 52 | 63 | 115 |
| Unknown | 13 | 6 | 19 | 1,570 | 1,717 | 3,287 |
| Non-Resident | 0 | 0 | 0 | 952 | 820 | 1,772 |
| Total | 713 | 409 | 1,122 | 11,310 | 13,768 | 25,078 |
| Minorities | 118 | 98 | 216 | 2,279 | 3,362 | 5,641 |
| Percent Female | | | 36.45% | | | 54.90% |
| Percent Minorities | | | 19.25% | | | 22.49% |

SPECIAL APPENDICES

The following tables are different breakouts of Tables 6, 7 and 8

| | |
|-------------|---|
| Table 6.A.1 | Non-Medical Faculty Tenured & Tenure Accruing Positions Combined |
| Table 6.B.1 | Non-Medical Faculty Non-Tenure Accruing |
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| Table 8.A | Non-Medical Faculty – By Tenure Status – By Rank New Breakout |
| Table 6.A.2 | Medical Faculty Tenured & Tenure Accruing Positions Combined |
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| Table 6.A.3 | Non-Medical Faculty (Excluding Law) – Tenured & Tenure Accruing Positions Combined |
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| Table 7.A.3 | Non-Medical Faculty (Excluding Law) Senior Ranks – Professor & Associate Professor 5 Years or Longer |
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| Table 8.C | Non-Medical Faculty (Excluding Law) – By Tenure Status – By Rank New Breakout |
| Table 6.A.4 | Law Faculty Tenured & Tenured Accruing Positions Combined |
| Table 6.B.4 | Law Faculty Non-Tenure Accruing |
| Table 7.A.4 | Law Faculty Senior Ranks – Senior Ranks – Professor & Associate Professor 5 Years or Longer |
| Table 7.B.4 | Law Faculty Junior Ranks – Associate Less Than 5 Years – Assistant Professor and Instructor |
| Table 8.D | Law Faculty – By Tenure Status – By Rank New Breakout |

TABLE 6.A.1
Non-Medical Faculty Tenured & Tenure Accruing Positions Combined

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|----------|------------|-------------------|----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 355 | -1.4% | -5 | 148 | 2.1% | 3 | 503 | -0.4% | -2 |
| Black | 9 | 0.0% | 0 | 14 | 0.0% | 0 | 23 | 0.0% | 0 |
| Asian | 46 | 4.5% | 2 | 26 | 23.8% | 5 | 72 | 10.8% | 7 |
| Hispanic | 14 | 75.0% | 6 | 8 | 0.0% | 0 | 22 | 37.5% | 6 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 3 | N/A | 3 | 0 | N/A | 0 | 3 | N/A | 3 |
| Total | 427 | 1.4% | 6 | 196 | 4.3% | 8 | 623 | 2.3% | 14 |
| Minorities | 69 | 13.1% | 8 | 48 | 11.6% | 5 | 117 | 12.5% | 13 |

TABLE 6.B.1
Non-Medical Faculty Non-Tenure Accruing

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|-----------|----------------------|----------|-----------|----------------------|-----------|------------|----------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 72 | 4.3% | 3 | 77 | 11.6% | 8 | 149 | 8.0% | 11 |
| Black | 4 | 33.3% | 1 | 5 | 0.0% | 0 | 9 | 12.5% | 1 |
| Asian | 10 | 0.0% | 0 | 8 | 14.3% | 1 | 18 | 5.9% | 1 |
| Hispanic | 5 | 0.0% | 0 | 5 | 66.7% | 2 | 10 | 25.0% | 2 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 0 | N/A | 0 | 1 | N/A | 1 | 1 | N/A | 1 |
| Total | 91 | 4.6% | 4 | 96 | 14.3% | 12 | 187 | 9.4% | 16 |
| Minorities | 19 | 5.6% | 1 | 18 | 20.0% | 3 | 37 | 12.1% | 4 |

TABLE 7.A.1
Non-Medical Faculty Senior Ranks
Professor and Associate Professor 5 Years or Longer

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|------------|------------|-------------------|----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 289 | -4.6% | -14 | 92 | 5.7% | 5 | 381 | -2.3% | -9 |
| Black | 6 | 0.0% | 0 | 10 | 42.9% | 3 | 16 | 23.1% | 3 |
| Asian | 30 | 3.4% | 1 | 9 | 0.0% | 0 | 39 | 2.6% | 1 |
| Hispanic | 4 | 33.3% | 1 | 5 | -16.7% | -1 | 9 | 0.0% | 0 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Total | 329 | -3.5% | -12 | 116 | 6.4% | 7 | 445 | -0.7% | -3 |
| Minorities | 40 | 5.3% | 2 | 24 | 9.1% | 2 | 64 | 6.7% | 4 |

TABLE 7.B.1
Non-Medical Faculty Junior Ranks
Associate Less Than 5 Years - Assistant Professor and Instructor

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|-----------|------------|-------------------|-----------|
| | 05/06 | Change from 03/04 | | 05/06 | Change from 03/04 | | 05/06 | Change from 03/04 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 138 | 9.5% | 12 | 133 | 4.7% | 6 | 271 | 7.1% | 18 |
| Black | 7 | 16.7% | 1 | 9 | -25.0% | -3 | 16 | -11.1% | -2 |
| Asian | 26 | 4.0% | 1 | 25 | 31.6% | 6 | 51 | 15.9% | 7 |
| Hispanic | 15 | 50.0% | 5 | 8 | 60.0% | 3 | 23 | 53.3% | 8 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 3 | 0.0% | 3 | 1 | 0.0% | 1 | 4 | 0.0% | 4 |
| Total | 189 | 13.2% | 22 | 176 | 8.0% | 13 | 365 | 10.6% | 35 |
| Minorities | 48 | 17.1% | 7 | 42 | 16.7% | 6 | 90 | 16.9% | 13 |

TABLE 8A
Non-Medical Faculty-By Tenure Status - By Rank New Breakout

| | Total | | By Tenure Status | | | | By Rank* new Breakout | | | |
|-------------------|------------|-------------|---------------------|-------------|------------------|-------------|-----------------------|-------------|--------------|-------------|
| | | | Tenure/Tenure Track | | Non-Tenure-Track | | Senior Ranks | | Junior Ranks | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 810 | 100% | 623 | 100% | 187 | 100% | 445 | 100% | 365 | 100% |
| Women | 292 | 36% | 196 | 31% | 96 | 51% | 116 | 26% | 176 | 48% |
| Men | 518 | 64% | 427 | 69% | 91 | 49% | 329 | 74% | 189 | 52% |
| White | 652 | 81% | 503 | 81% | 149 | 80% | 381 | 86% | 271 | 74% |
| Black | 32 | 4% | 23 | 4% | 9 | 5% | 16 | 4% | 16 | 4% |
| Asian | 90 | 11% | 72 | 12% | 18 | 10% | 39 | 9% | 51 | 14% |
| Hispanic | 32 | 4% | 22 | 4% | 10 | 5% | 9 | 2% | 23 | 6% |
| Am. Native | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Unknown | 4 | 1% | 3 | 1% | 1 | 1% | 0 | 0% | 4 | 1% |
| Minorities | 154 | 19% | 117 | 19% | 37 | 20% | 64 | 14% | 90 | 25% |

TABLE 6.A.2
Medical Faculty Tenured & Tenure Accruing Positions Combined

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|-----------|-------------------|-----------|-----------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 71 | -6.6% | -5 | 28 | 7.7% | 2 | 99 | -2.9% | -3 |
| Black | 1 | 0.0% | 0 | 1 | 0.0% | 0 | 2 | 0.0% | 0 |
| Asian | 5 | 66.7% | 2 | 3 | -25.0% | -1 | 8 | 14.3% | 1 |
| Hispanic | 1 | 0.0% | 0 | 0 | -100.0% | -1 | 1 | -50.0% | -1 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 1 | 0.0% | 1 | 0 | 0.0% | 0 | 1 | 0.0% | 1 |
| Total | 79 | -2.5% | -2 | 32 | 0.0% | 0 | 111 | -1.8% | -2 |
| Minorities | 7 | 40.0% | 2 | 4 | -33.3% | -2 | 11 | 0.0% | 0 |

TABLE 6.B.2
Medical Faculty Non-Tenure Accruing

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|-----------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 84 | 7.7% | 6 | 52 | 0.0% | 0 | 136 | 4.6% | 6 |
| Black | 4 | 0.0% | 0 | 11 | -8.3% | -1 | 15 | -6.3% | -1 |
| Asian | 13 | -23.5% | -4 | 14 | -12.5% | -2 | 27 | -18.2% | -6 |
| Hispanic | 6 | 100.0% | 3 | 2 | 0.0% | 0 | 8 | 60.0% | 3 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Unknown | 9 | 800.0% | 8 | 5 | 0.0% | 5 | 14 | 1300.0% | 13 |
| Total | 116 | 12.6% | 13 | 85 | 2.4% | 2 | 201 | 8.1% | 15 |
| Minorities | 23 | -4.2% | -1 | 28 | -9.7% | -3 | 51 | -7.3% | -4 |

TABLE 7.A.2
Medical Faculty Senior Ranks
Senior Ranks - Professor and Associate Professor 5 Years or Longer

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|-----------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 97 | -1.0% | -1 | 24 | 9.1% | 2 | 121 | 0.8% | 1 |
| Black | 0 | 100.0% | -2 | 4 | 0.0% | 0 | 4 | -33.3% | -2 |
| Asian | 5 | -16.7% | -1 | 4 | -33.3% | -2 | 9 | -25.0% | -3 |
| Hispanic | 4 | 100.0% | 2 | 0 | 0.0% | 0 | 4 | 100.0% | 2 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 2 | 0.0% | 2 | 0 | 0.0% | 0 | 2 | 0.0% | 2 |
| Total | 108 | 0.0% | 0 | 32 | 0.0% | 0 | 140 | -1.4% | -2 |
| Minorities | 9 | -10.0% | -1 | 8 | -20.0% | -2 | 17 | -15.0% | -3 |

TABLE 7.B.2
Medical Faculty Junior Ranks
Associate Less Than 5 Years, Assistant Professor and Instructor

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|-----------|-------------------|-----------|-----------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 58 | 3.6% | 2 | 56 | 0.0% | 0 | 114 | 1.8% | 2 |
| Black | 5 | 66.7% | 2 | 8 | -11.1% | -1 | 13 | 8.3% | 1 |
| Asian | 13 | -7.1% | -1 | 13 | -7.1% | -1 | 26 | -7.1% | -2 |
| Hispanic | 3 | 50.0% | 1 | 2 | -33.3% | -1 | 5 | 0.0% | 0 |
| Am. Native | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Unknown | 8 | 700.0% | 7 | 5 | 0.0% | 5 | 13 | 1200.0% | 12 |
| Total | 87 | 14.5% | 11 | 85 | 2.4% | 2 | 172 | 8.2% | 13 |
| Minorities | 21 | 10.5% | 2 | 24 | -11.1% | -3 | 45 | -2.2% | -1 |

TABLE 8.B
Medical Faculty - By Tenure Status - By Rank New Breakout

| | Total | | By Tenure Status | | | | By Rank* New Breakout | | | |
|-------------------|------------|-------------|---------------------|-------------|------------------|-------------|-----------------------|-------------|--------------|-------------|
| | | | Tenure/Tenure Track | | Non-Tenure-Track | | Senior Ranks | | Junior Ranks | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 312 | 100% | 111 | 100% | 201 | 100% | 140 | 100% | 172 | 100% |
| Women | 117 | 38% | 32 | 29% | 85 | 42% | 32 | 23% | 85 | 49% |
| Men | 195 | 63% | 79 | 71% | 116 | 58% | 108 | 77% | 87 | 51% |
| White | 235 | 75% | 99 | 89% | 136 | 68% | 121 | 86% | 114 | 66% |
| Black | 17 | 5% | 2 | 2% | 15 | 7% | 4 | 3% | 13 | 8% |
| Asian | 35 | 11% | 8 | 7% | 27 | 13% | 9 | 6% | 26 | 15% |
| Hispanic | 9 | 3% | 1 | 1% | 8 | 4% | 4 | 3% | 5 | 3% |
| Am. Native | 1 | 0% | 0 | 0% | 1 | 0% | 0 | 0% | 1 | 1% |
| Unknown | 15 | 5% | 1 | 1% | 14 | 7% | 2 | 1% | 13 | 8% |
| Minorities | 62 | 20% | 11 | 10% | 51 | 25% | 17 | 12% | 45 | 26% |

TABLE 6.A.3
Non-Medical Faculty (Excluding Law) Tenured & Tenure Accruing Positions Combined

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|----------|------------|-------------------|----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 314 | -2.2% | -7 | 135 | 2.3% | 3 | 449 | -0.9% | -4 |
| Black | 5 | 0.0% | 0 | 11 | -8.3% | -1 | 16 | -5.9% | -1 |
| Asian | 46 | 7.0% | 3 | 25 | 25.0% | 5 | 71 | 12.7% | 8 |
| Hispanic | 14 | 75.0% | 6 | 7 | 0.0% | 0 | 21 | 40.0% | 6 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 3 | N/A | 3 | 0 | N/A | 0 | 3 | N/A | 3 |
| Total | 382 | 1.3% | 5 | 178 | 4.1% | 7 | 560 | 2.2% | 12 |
| Minorities | 65 | 16.1% | 9 | 43 | 10.3% | 4 | 108 | 13.7% | 13 |

TABLE 6.B.3
Non-Medical Faculty (Excluding Law) - Non-Tenure Accruing

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|----------|--------------|-------------------|-----------|--------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 70 | 4.5% | 3 | 73 | 12.3% | 8 | 143 | 8.3% | 11 |
| Black | 4 | 33.3% | 1 | 4 | -20.0% | -1 | 8 | 0.0% | 0 |
| Asian | 10 | 0.0% | 0 | 8 | 14.3% | 1 | 18 | 5.9% | 1 |
| Hispanic | 3 | 0.0% | 0 | 5 | 66.7% | 2 | 8 | 33.3% | 2 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 0 | N/A | 0 | 1 | N/A | 1 | 1 | N/A | 1 |
| Total | 87 | 4.8% | 4 | 91 | 13.8% | 11 | 178 | 9.2% | 15 |
| Minorities | 17 | 6.3% | 1 | 17 | 13.3% | 2 | 34 | 9.7% | 3 |

TABLE 7.A.3
Non-Medical Faculty (Excluding Law) Senior Ranks
Professor & Associate Professor 5 Years or Longer

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|------------|------------|-------------------|----------|------------|-------------------|----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 258 | -4.8% | -13 | 87 | 8.8% | 7 | 345 | -1.7% | -6 |
| Black | 4 | 0.0% | 0 | 6 | 20.0% | 1 | 10 | 11.1% | 1 |
| Asian | 30 | 3.4% | 1 | 8 | 0.0% | 0 | 38 | 2.7% | 1 |
| Hispanic | 4 | 33.3% | 1 | 4 | -20.0% | -1 | 8 | 0.0% | 0 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Total | 296 | -3.6% | -11 | 105 | 7.1% | 7 | 401 | 0.0% | 0 |
| Minorities | 38 | 5.6% | 2 | 18 | 0.0% | 0 | 56 | 0.0% | 0 |

TABLE 7.B.3
Non-Medical Faculty (Excluding Law) Junior Ranks
Associate Less Than 5 Years – Assistant and Instructor

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|------------|-------------------|-----------|------------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 126 | 7.7% | 9 | 121 | 3.4% | 4 | 247 | 5.6% | 13 |
| Black | 5 | 25.0% | 1 | 9 | -25.0% | -3 | 14 | -12.5% | -2 |
| Asian | 26 | 8.3% | 2 | 25 | 31.6% | 6 | 51 | 18.6% | 8 |
| Hispanic | 13 | 62.5% | 5 | 8 | 60.0% | 3 | 21 | 61.5% | 8 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 3 | 0.0% | 3 | 1 | 0.0% | 1 | 4 | 0.0% | 4 |
| Total | 173 | 13.1% | 20 | 164 | 7.2% | 11 | 337 | 10.1% | 31 |
| Minorities | 44 | 22.2% | 8 | 42 | 16.7% | 6 | 86 | 19.4% | 14 |

TABLE 8.C
Non-Medical Faculty (Excluding Law) - By Tenure Status - By Rank New Breakout

| | Total | | By Tenure Status | | | | By Rank* new Breakout | | | |
|-------------------|------------|-------------|---------------------------|-------------|-------------------------|-------------|-----------------------|-------------|--------------|-------------|
| | | | Tenure/Tenure Accruing | | Non-Tenure- Accruing | | Senior Ranks | | Junior Ranks | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 738 | 100% | 560 | 100% | 178 | 100% | 401 | 100% | 337 | 100% |
| Women | 269 | 36% | 178 | 32% | 91 | 51% | 105 | 26% | 164 | 49% |
| Men | 469 | 64% | 382 | 68% | 87 | 49% | 296 | 74% | 173 | 51% |
| White | 592 | 80% | 449 | 80% | 143 | 80% | 345 | 86% | 247 | 73% |
| Black | 24 | 3% | 16 | 3% | 8 | 4% | 10 | 2% | 14 | 4% |
| Asian | 89 | 12% | 71 | 13% | 18 | 10% | 38 | 9% | 51 | 15% |
| Hispanic | 29 | 4% | 21 | 4% | 8 | 4% | 8 | 2% | 21 | 6% |
| Am. Native | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Unknown | 4 | 1% | 3 | 1% | 1 | 1% | 0 | 0% | 4 | 1% |
| Minorities | 142 | 19% | 108 | 19% | 34 | 19% | 56 | 14% | 86 | 26% |

TABLE 6.A.4
Law Faculty Tenured & Tenure Accruing Positions Combined

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|-----------|--------------|-------------------|----------|--------------|-------------------|----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 41 | 5.1% | 2 | 13 | 0.0% | 0 | 54 | 3.8% | 2 |
| Black | 4 | 0.0% | 0 | 3 | 50.0% | 1 | 7 | 16.7% | 1 |
| Asian | 0 | -100.0% | -1 | 1 | 0.0% | 0 | 1 | -50.0% | -1 |
| Hispanic | 0 | N/A | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Total | 45 | 2.3% | 1 | 18 | 5.9% | 1 | 63 | 3.3% | 2 |
| Minorities | 4 | -20.0% | -1 | 5 | 25.0% | 1 | 9 | 0.0% | 0 |

TABLE 6.B.4
Law Faculty Non-Tenure Accruing

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|------------|-------------------|----------|--------------|-------------------|----------|--------------|-------------------|----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 2 | 0.0% | 0 | 4 | 0.0% | 0 | 6 | 0.0% | 0 |
| Black | 0 | N/A | 0 | 1 | N/A | 1 | 1 | N/A | 1 |
| Asian | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Hispanic | 2 | 0.0% | 0 | 0 | N/A | 0 | 2 | 0.0% | 0 |
| Am. Native | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Unknown | 0 | N/A | 0 | 0 | N/A | 0 | 0 | N/A | 0 |
| Total | 4 | 0.0% | 0 | 5 | 25.0% | 1 | 9 | 12.5% | 1 |
| Minorities | 2 | 0.0% | 0 | 1 | N/A | 1 | 3 | 50.0% | 1 |

TABLE 7.A.4
Law Faculty Senior Ranks
Professor and Associate Professor 5 Years or Longer

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|-----------|-------------------|-----------|-----------|-------------------|----------|-----------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 31 | -3.1% | -1 | 5 | -28.6% | -2 | 36 | -7.7% | -3 |
| Black | 2 | 0.0% | 0 | 4 | 100.0% | 2 | 6 | 50.0% | 2 |
| Asian | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Hispanic | 0 | 0.0% | 0 | 1 | 0.0% | 0 | 1 | 0.0% | 0 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Total | 33 | -2.9% | -1 | 11 | 0.0% | 0 | 44 | -2.2% | -1 |
| Minorities | 2 | 0.0% | 0 | 6 | 50.0% | 2 | 8 | 33.3% | 2 |

TABLE 7.B.4
Law Faculty Junior Ranks
Associate Less Than 5 Years - Assistant Professor and Instructor

| | MEN | | | WOMEN | | | TOTAL | | |
|-------------------|-----------|-------------------|-----------|-----------|-------------------|----------|-----------|-------------------|-----------|
| | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | | 07/08 | Change from 05/06 | |
| | Number | Percent | Number | Number | Percent | Number | Number | Percent | Number |
| White | 12 | 33.3% | 3 | 12 | 20.0% | 2 | 24 | 26.3% | 5 |
| Black | 2 | 0.0% | 0 | 0 | 0.0% | 0 | 2 | 0.0% | 0 |
| Asian | 0 | 100.0% | -1 | 0 | 0.0% | 0 | 0 | 100.0% | -1 |
| Hispanic | 2 | 0.0% | 0 | 0 | 0.0% | 0 | 2 | 0.0% | 0 |
| Am. Native | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Unknown | 0 | 0.0% | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0 |
| Total | 16 | 14.3% | 2 | 12 | 20.0% | 2 | 28 | 16.7% | 4 |
| Minorities | 4 | -20.0% | -1 | 0 | 0.0% | 0 | 4 | -20.0% | -1 |

TABLE 8.D
Law Faculty - By Tenure Status - By Rank New Breakout

| | Total | | By Tenure Status | | | | By Rank* New Breakout | | | |
|-----------------------|--------|---------|---------------------------|---------|-------------------------|---------|-----------------------|---------|--------------|---------|
| | | | Tenure/Tenure Accruing | | Non-Tenure- Accruing | | Senior Ranks | | Junior Ranks | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Total | 72 | 100% | 63 | 100% | 9 | 100% | 44 | 100% | 28 | 100% |
| Women | 23 | 32% | 18 | 29% | 5 | 56% | 11 | 25% | 12 | 43% |
| Men | 49 | 68% | 45 | 71% | 4 | 44% | 33 | 75% | 16 | 57% |
| White | 60 | 83% | 54 | 86% | 6 | 67% | 36 | 82% | 24 | 86% |
| Black | 8 | 11% | 7 | 11% | 1 | 11% | 6 | 14% | 2 | 7% |
| Asian | 1 | 1% | 1 | 2% | 0 | 0% | 1 | 2% | 0 | 0% |
| Hispanic | 3 | 4% | 1 | 2% | 2 | 22% | 1 | 2% | 2 | 7% |
| Am. Native | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Unknown | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Minorities | 12 | 17% | 9 | 14% | 3 | 33% | 8 | 18% | 4 | 14% |